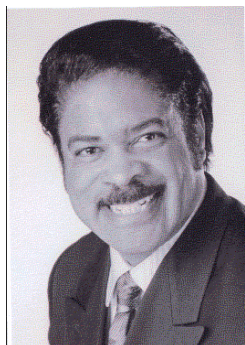


Meet Our ESP Team!



Harry Hunter, Jr., L.M.S.W., M.B.A.
Director/State Office Administrator

Harry Hunter assumed leadership of the State of Michigan Employee Service Program (ESP) in 1999. Harry came to ESP from Harbor Oaks Hospital in New Baltimore, Michigan, a 64-bed acute care psychiatric hospital, where he served as the Administrator. Prior to that he was the Director of Behavioral Medicine for Health Alliance Plan in Southfield, Michigan, which has a membership of over 500,000. Harry also served as Executive Director of the Central Diagnostic and Referral Agency in Flint, Michigan, for Genesee County. At the Eastwood Clinics in Eastpointe, Michigan, Harry held the position of a Group Vice-President managing numerous programs, including the behavioral medicine inpatient program, halfway houses for men, day treatment and outpatient treatment programs. He also has experience as a psychotherapist in private practice. Harry was an adjunct instructor with the University of Detroit Mercy teaching classes in employee assistance program counseling, and managed behavioral healthcare.

Harry holds a Master of Social Work from the University of Michigan, Ann Arbor, Michigan; and a Master of Business Administration from Lawrence Technological University, Southfield, Michigan; and a Bachelor of Arts in Social Work and an Associate of Science in Mental Health Work from Armstrong Atlantic State University in Savannah, GA. He completed an 80-hour internship program at Yale University School of Medicine Department of Psychiatry, New Haven, CT for professionals working with drug dependent clients. He is a certified Peer Reviewer for the EAP Accreditation Program with the Council on Accreditation in New York, NY. He is a Licensed Master's Social Worker in the State of Michigan.

For twenty years (since 1986) Harry served on the Board of Director for the National Council on Alcoholism and other dependencies of the Greater Detroit Area. He has trained with Dr. Jeffrey Mitchell of the International Critical Incident Stress Foundation to provide critical incident debriefings and defusings to state employees who have experienced traumatic incidents. Harry has expertise in group and organizational behavior in the work place, behavior health prevention strategies, and treatment of mental health and substance abuse issues.



Beth Combs, M.A., L.P.C.
Clinical Manager/Assistant Director

Beth joined the State of Michigan Employee Service Program in July 2006 as the Clinical Manager. She provides clinical oversight for the delivery of employee services and traumatic incident stress management services to state government departments and employees.

Beth has over 25 years experience in the behavioral health field, working across many lines of clinical services. She has worked in residential, inpatient and outpatient mental health and substance abuse facilities, and has been a practitioner and supervisor. She has worked in residential and foster care for children's services, where she developed new clinical programming to meet the changing needs of the population. Program development and the creation of clinical platforms for a variety of settings has been an area of focus for Beth. She has provided various trainings in local, regional and national conferences on chemical dependency, child welfare and mental health issues.

Prior to coming to the Employee Service Program, Beth worked for three years with ValueOptions, a large behavioral health managed care company covering over two million covered lives. She served as the Director of Clinical Services managing the clinical staff for the commercial health plan divisions managing the behavioral health care benefit, and provided direction and supervision to the Employee Assistance Program Unit. In addition, they managed over thirty integrated EAP accounts. EAP staff, CEAP certified, provided both telephonic and face-to-face interventions, substance abuse and mental health assessments, CISM (Critical Incident Stress Management) Debriefings, and developed training programs for managers and front-line staff. New program offerings were created to enhance the coordination of the member's access for both behavioral health and medical benefits.

Beth holds a Master of Arts in Counseling Degree from Oakland University and is a Licensed Professional Counselor; she holds a Bachelor's Degree in Human Resources Development, also from Oakland University. She is a Peer

Reviewer for the Council on Accreditation. The Council partners with human service organizations worldwide to improve service delivery outcomes by developing, applying, and promoting accreditation standards. Beth is also a field instructor for Oakland University.



Rosanne Leland, L.M.S.W., A.C.S.W.
DOC Work / Life Services Coordinator

Rosanne joined the Department of Corrections (DOC) and the Employee Service Program (ESP) in 2004, as the DOC Work/Life Services Coordinator. She serves as a liaison within DOC to bring stakeholders together to develop service plans, outreach activities, and skill building information and education regarding work/life stressors. She is working to identify, address, and promote the importance of sound physical and mental health for top performance among DOC employees.

Rosanne has been working in the mental health field for thirty years and has worked in numerous roles in helping people affected by depression, contemplating suicide, domestic violence, and eating disorders. As a psychotherapist in private practice she worked with substance abuse, depression, stress, domestic violence, and eating disorder clients. At the Rape Counseling Center with the Detroit Police Department, she served in the role of providing some administrative duties and counseling to women who were assaulted by rape, and/or domestic violence. With the Ingham County Community Mental Health she served as a psychiatric social worker for suicidal and other high-risk clients. She also volunteered as a counselor at Ele's Place for Grieving Children, and co-facilitated a group of parents who had lost a child. She has provided numerous trainings to MSU students and EAP providers on assessment and effective treatment for eating disorders.

Rosanne holds a Master of Social Work degree from Michigan State University, East Lansing, and a B.A. in Sociology from Wayne State University. She is a Licensed Master's Social Worker with the State of Michigan, and a member of the Academy of Certified Social Workers with the National Association of Social Workers. Rosanne trained with Dr. Jeffrey Mitchell of the International Critical Incident Stress Foundation to provide critical incident debriefings and defusings to state employees who have experienced traumatic incidents. Rosanne strives on a holistic approach of helping employees have balance among the physical, emotional, spiritual, and vocational aspects of their health and lives. She is an active member of the Michigan Athletic Club.



Melinda Mackey, L.M.S.W., A.C.S.W.
Statewide TISM Coordinator/Counselor

Melinda Mackey joined the Employee Service Program in 2002 as the Statewide TISM (Traumatic Incident Stress Management) Program Coordinator and EAP counselor. She provides assessment, short-term problem resolution, referral and follow-up services for state employees and their family members.

In her TISM role, Melinda serves as the Statewide TISM Coordinator, and is responsible for overseeing the delivery and quality of TISM services provided to state employees. As Statewide Coordinator of the TISM team, she performs clinical assessment and the provision of appropriate TISM services. She provides consultation and support to Department Coordinators, training and education to state agencies, maintains TISM records and reports and provides program analysis.

With expertise in the area of Critical Incident Stress Management, and vast experience in the EAP field, Melinda has been providing mental health services for more than twenty years to business and industries throughout the nation. Prior to joining the State of Michigan Employee Service Program, she was the Director of the UAW-Ford Family Service and Learning Center in Wayne, Michigan. She also served with Magellan Behavioral Health and ValueOptions; two of the leading EAP and managed care providers in the nation. As an Account Executive, Melinda managed complex EAP and managed care accounts such as UAW-Ford and the State of Michigan mental health PPO.

Melinda holds a Master of Social Work degree from Wayne State University, Detroit, and specialized in the field of Employee Assistance. She received her Bachelor of Social Work degree from Madonna College, Livonia, and an Applied Science Degree from Oakland Community College. She is a Licensed Master's Social Worker with the State of

Michigan, and a member of the Academy of Certified Social Workers with the National Association of Social Workers. Melinda trained with Dr. Jeffrey Mitchell of the International Critical Incident Stress Foundation (ICISF), to provide critical incident debriefings and defusings to employees who have experienced traumatic incidents.

Melinda has served as an officer with the Greater Detroit Chapter of EAPA and has presented at EAPA and other national conferences. She is a Certified Laughter Leader, hypnotherapist, and graduate of Authentic Happiness Coaching.



**Andrea Hartman, L.M.S.W., A.C.S.W.
Counselor**

Andrea Hartman has been a counselor with the Employee Service Program's Detroit Office since 1990. Andrea is the lead counselor for ESP's Online Systematic Stress Management Program, and has developed the ESP Lunch and Learn Series on Stress Management, Communication and Dealing Effectively with Change. She provides trainings to supervisors and managers on how to identify an employee appropriate for referral to the ESP, and methods to effectively make the referral. Andrea developed ESP training programs on Take Charge of Your Stress and Working with the Challenges of Shift Work. Additional trainings she provides are: Coping with Grief and Loss, Dealing Effectively with Change, and ESP Orientation. Her goal is to encourage employees to reach out early when they first experience problems. She provides assessment, short-term problem resolution, referral and follow-up services for state employees and their family members.

Andrea holds a Master of Social Work degree from the University of Michigan, Ann Arbor, and a B.A. in history from Wayne State University, Detroit. She is a Licensed Master's Social Worker with the State of Michigan, and a member of the Academy of Certified Social Workers with the National Association of Social Workers. Andrea trained with Dr. Jeffrey Mitchell of the International Critical Incident Stress Foundation (ICISF), to provide critical incident debriefings and defusings to state employees who have experienced traumatic incidents.

Andrea began her career with the State of Michigan as a Children's Protective Services Worker in the Dept. of Social Services. In 1991, she worked with laid-off state employees when she participated in the SERRC (State Employee's Reemployment Resource Center), and worked on the development of a "Downsizing Debriefing." Prior to joining ESP Andrea worked as an EAP counselor with Personal Performance Consultants.



**Peter Mason, L.M.S.W., A.C.S.W.
Counselor**

Peter Mason is the newest professional staff member of the Employee Service Program, joining the Detroit Office in March 2005. He provides assessment, short-term problem resolution, referral and follow-up services for state employees and family members. He provides education and training presentations to state employee work units, managers and supervisors. He has over twenty years of professional experience in the field of behavioral medicine, and working with special populations such as youths at risk, dual diagnosis, criminal justice offenders and minorities. Part of that work included providing specialized therapeutic services to probationers and parolees.

Peter also focused his efforts on working with men who are more reluctant to seek assistance. He has provided mental health and substance abuse services to individuals and their families, and also served as a Clinical Director managing inpatient, residential, day treatment, and outpatient chemical dependence treatment programs. He was an adjunct instructor with Marygrove College in Detroit teaching classes on the "Treatment of Substance Abuse Disorders," "How To Achieve Change via Community Involvement," and "Organizational Development."

Peter holds a Master of Social Work Degree from Wayne State University, Detroit, and a Bachelor of Science and Associate of Science in Alcohol & Drug Abuse Studies from Mercy College, Detroit. He is a Licensed Master's Social Worker with the State of Michigan, and a member of the Academy of Certified Social Workers with the National Association of Social Workers. He trained with Dr. Jeffrey Mitchell of the International Critical Incident Stress Foundation to provide critical incident debriefings and defusings to state employees who have experienced traumatic incidents.



**David Ware, L.M.S.W., A.C.S.W.
Counselor**

Dave Ware has been an Employee Service Program (ESP) counselor since 1989. He provides assessment, short-term problem resolution, referral and follow-up services for state employees and their family members. He also provides education and training presentations to state employee work units, managers and supervisors.

Dave is the lead counselor for the ESP Interactive Screening Programs, which include telephonic and online free confidential screenings for eating disorders, depression, alcohol use, and anxiety. He serves as the lead counselor in coordinating ESP campaigns with National Awareness Days, such as Depression, Alcohol, and Suicide.

Dave holds a Master of Social Work degree and a Bachelor of Arts in Psychology from Michigan State University, East Lansing. He is a Licensed Master's Social Worker with the State of Michigan, and a member of the Academy of Certified Social Workers with the National Association of Social Workers. Dave trained with Dr. Jeffrey Mitchell of the International Critical Incident Stress Foundation (ICISF) to provide critical incident debriefings and defusings to state employees who have experienced traumatic incidents.

Dave's counseling career began in 1983 and has included working with individuals, couples and families on issues such as job stress, anxiety, substance abuse, depression, chronic illness and relationship issues. Prior to joining ESP Dave worked with Ingham County Community Mental Health. Dave is a volunteer caseworker with the American Red Cross, and contributes time to the National Multiple Sclerosis Society as a guest speaker for their support groups.



**Ethel White, L.M.S.W., A.C.S.W.
Counselor**

Ethel White has been a counselor with the Employee Service Program since 1986. She provides assessment, short-term problem resolution, referral and follow-up services for state employees and their family members.

Ethel is the lead counselor for ESP Training and Education Services. She coordinates state department requests for training services and ESP Orientations. Training sessions include *"Loss, Change and Grief, ESP/TISM Orientation, Brown Bag Lunch Series, Overcoming Negativity in the Workplace, Balancing Act*, and others. Presentations can also be customized to meet customer requirements.

Ethel holds a Master in Clinical Social Work degree from Michigan State University, East Lansing, and a Bachelor of Arts in Social Work from Eastern Michigan University, Ypsilanti. While attending M.S.U., her educational focus was on Individual Therapy, Crisis Intervention and Group Dynamics work. She also received a certificate from Eastern Michigan University specializing in Child and Family Services. She is a Licensed Master's Social Worker with the State of Michigan, and a member of the Academy of Certified Social Workers with the National Association of Social Workers.

Ethel has over 25 years of experience in the mental health field. Her work experience includes working with the General Motor's Managed Care Program as a program manager for Child and Family Service; teaching a class on substance abuse at Lansing Community College; and working with the National Council on Alcoholism as an outpatient therapist providing individual and group therapy.

Ethel volunteers with the Lansing Chapter Red Cross Disaster Mental Health Team, and at Ele's Place, A Place for Grieving Children. She is a former board member of the Harvest House Ministry, and has been a volunteer with Habitat for Humanity, and the Advent House feeding the homeless.